
CODE OF CONDUCT

1. Introduction

- (1) CWCI Australia is committed to a standard of responsible and ethical behaviour that brings honour and glory to God. Our code is underpinned by trust and a belief that everyone should be treated with respect and dignity.
- (2) This Code of Conduct gives guidance about what practices (actions) are supported and what practices are NOT condoned. The Code of Conduct is not exhaustive and does not foresee every set of circumstances that may arise across all expressions of CWCI Australia ministry.
- (3) The Code of Conduct should be viewed as an educational guide to the principles that help inform what is appropriate conduct. The Code of Conduct values the social, relational and interpersonal safety and wellbeing of people of all ages. The Code of Conduct also values transparent, accountable relationships that promote trust and confidence in CWCI Australia ministry.

2. CWCI Australia beliefs and values

- (1) The CWCI Australia Statement of Beliefs provides the theological basis on which CWCI Australia members live out discipleship and mission as Christian believers. These beliefs shape and guide our expression of biblical truth as we strive to live in Christian community with each other. In Christ, we are called to “Serve one another humbly in love” (Galatians 5:13).

3. CWCI Australia commitment

- (1) We are committed to living out these beliefs and values in all areas of CWCI Australia Ministry:
 - (a) Conducting ourselves at all times in a manner that honours God.
 - (b) Acting with scrupulous honesty and publicly accounting for all monies handled by us on behalf of others.
 - (c) Endeavouring to conduct all personal relations in a godly manner, acting with respect, love, integrity and truthfulness toward all those with whom we associate, irrespective of their race, gender or religion.
 - (d) Pursuing reconciliation following biblical principles when conflict or division occurs, and seeking additional assistance where a resolution is not forthcoming. Issues pertaining to criminal actions, bullying or sexual misconduct will be handled in accordance with CWCI Australia policy and we will be reported to the Police as required by law.
 - (e) Being diligent in providing each other with information and resources to fulfil our roles and being mindful of the expectations others have of us.

- (f) Being truthful and honest in our communication with each other and willing to share our reflections, concerns and ideas with each other.
- (g) Being loyal in our support of other CWCI members. We may express our opinions robustly but understand that, once collective decisions have been reached, we support the outcomes.
- (h) Actively promoting a safe environment where:
 - (i) abuse of any nature is not supported or tolerated and addressed immediately.
 - (ii) bullying of any kind is not supported or tolerated and addressed immediately.
 - (iii) harassment is not supported or tolerated and addressed immediately.

4. Confidentiality

- (1) Confidentiality and trust are fundamental to sound organisational relationships and must be upheld within the constraints of the law and statutory requirements. Voluntary reporting is strongly encouraged where a belief has been formed that there is a requirement to do so.

5. Related documentation

- (1) CWCI Australia Statement of Beliefs
- (2) CWCI Australia Child Safety Code of Conduct
- (3) CWCI Australia Complaints Handling Policy
- (4) CWCI Australia Whistle-blowing Policy
- (5) CWCI Australia Protection of Vulnerable Persons Policy

6. Authorisation

This policy was adopted by resolution of the CWCI Australia National Management Board and will be reviewed by the Board every three years.

Approved by National Management Board November 2022	Scheduled Review Date November 2025
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